



Venterra's success is rooted in our Core Values - values that define who we are and how we conduct ourselves. It is the bond that ties us together and gives our organization strength.

Honesty and Integrity- *The highest standard of Integrity and Honesty will permeate all of our actions.* **Humility-** *We are always learning. We will not allow personal or corporate arrogance to get in the way of progress and success.* **Never-ending Pursuit of Excellence-** *We take pride in what we do and our pursuit of a "Better Way" never ends. We have an intense sense of urgency in everything we do.* **Candor and Openness-** *We will respectfully tell each other the truth; both the good and the bad. Politics will not be allowed to get in the way of our pursuit of excellence.* **Unparalleled Service Excellence-** *We aim to be the standard of service excellence against which others measure themselves in our industry.* **Team First-** *While we encourage and reward individual achievements, we make team success a priority. We will make personal sacrifices to ensure the team succeeds.* **Prudent Cost Management-** *We will make careful and sensible value-based decisions about all money and other resources entrusted to us*

To succeed at Venterra, our employees must be earnest Believers in these values, exhibiting a sincere commitment to all that Venterra aspires to be.